



46TH ANNUAL INDIANA CONSORTIUM

of

STATE AND LOCAL HUMAN RIGHTS AGENCIES CONFERENCE

PRESENTED *by:*





Dustin Maynard, Indy Gatorade



Gina Clevenger, Indy Gatorade



**Look
at me**

Turn your face
towards the person
with hearing loss so
they can see your lip
movements.



**Speak
clearly**

Not too slowly,
and use normal lip
movements, facial
expressions and
gestures.



**Don't
shout**

Keep your
voice down:
it's uncomfortable
for a hearing aid
user if you shout.

INDY GATORADE DISTRIBUTION CENTER SITE FACTS

- Built in 2000 we have 1.2MM sq. ft. under roof
- We are one of eight Gatorade facilities, BUT we are the largest!!
- 8 Production Lines that produce 225 pallets of product per hour
- 400+ Total Employees in the plant (Hourly & Salary)

WHERE DOES DUSTIN WORK AND WHAT DOES HE DO?

- Attached Distribution Center (Largest in Division)
 - ~550,000 sq./ft.
 - Storage capacity ~ 52,000 pallet spots (~3.3 million cases)
 - Annual handling capacity ~ 70+ million cases
- 64 Dock doors
- Fleet of 22 LGVs (Laser Guided Vehicles/Unmanned Forklifts)
- Average 175 truckloads per day - inbound and outbound

PERSONNEL – INDY DC

18 SALARIED ASSOCIATES

DC Manager

Sr. Resource Supervisor (Gina Clevenger)

4 Supervisors (Dustin Maynard)

7 DC Coordinators

3 Inventory Specialists/Coordinators

2 Transportation Coordinators

67 HOURLY ASSOCIATES ACROSS THREE SHIFTS

60 Forklift Operators (approximately 20 per shift)

Up to 10 Temporary Employees per Year During Season

6 LGV Operators (2 per shift)

1 LGV Specialist

A BIRD'S EYE VIEW



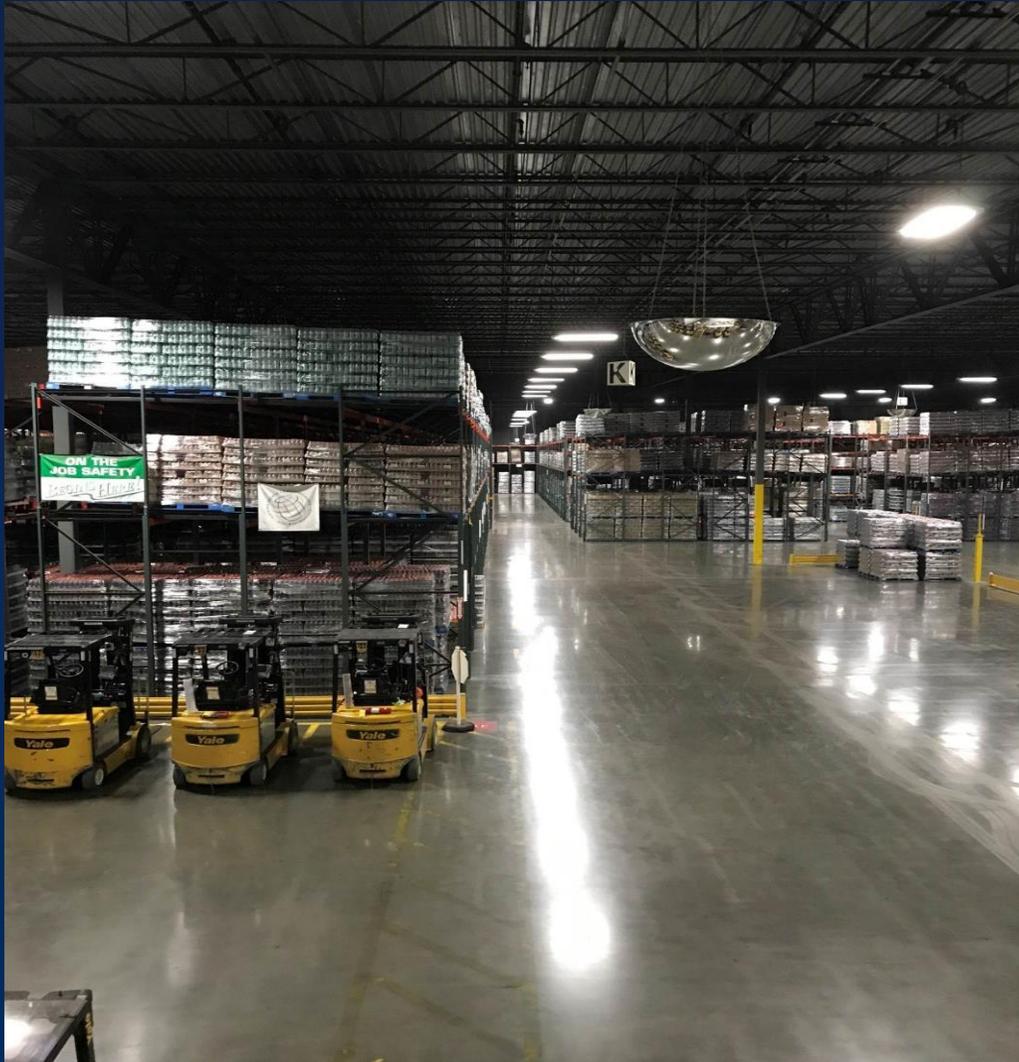
DC SHIPPING OFFICE



LGVs, FORKLIFTS, AND SPACE



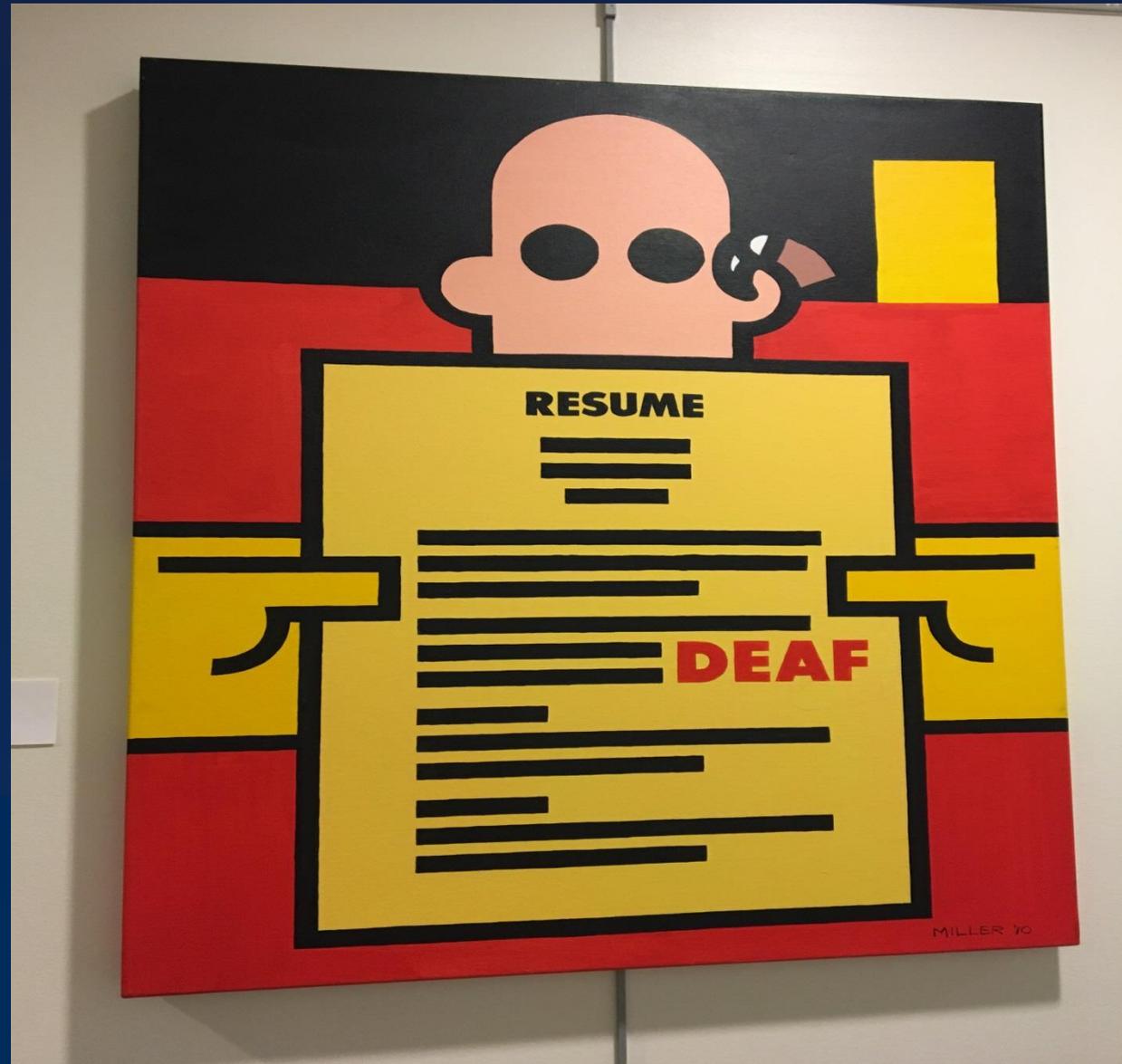
550,000 SQ. FT.



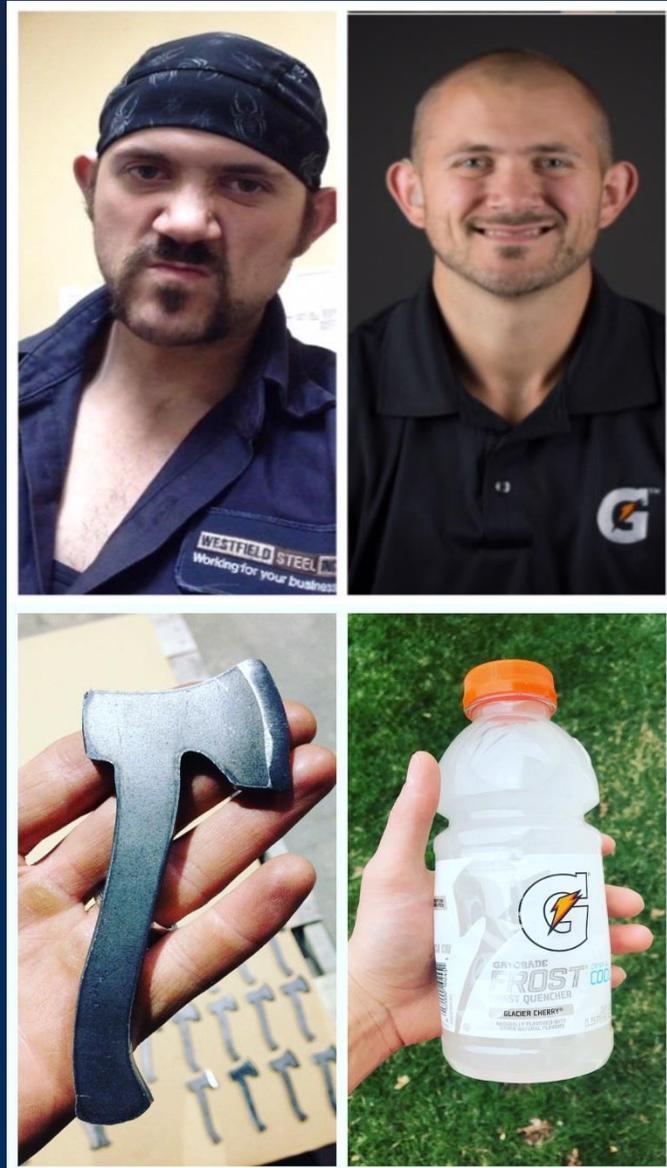
What I work For.....My Family



450 Resumes Sent



Past and Present



What do you need to know about Deaf Etiquette?

- Deaf etiquette is very different in many ways from the etiquette of the hearing world. The Deaf way can be described as direct, expressive, and not shy at all. It is important to maintain eye contact, speak expressively, and feel free to use a pen and paper to communicate if necessary.

Deaf people can do anything that hearing people can do.....

Except hear.



Face me
when
you talk



KINDNESS
IS A
LANGUAGE
THE BLIND
CAN SEE
AND THE
DEAF CAN
HEAR

MARK TWAIN
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Obviously the best way to deal with your concern is to ask the person directly what they require and how. It is a common misconception that if a person is blind or deaf, they can't take their own decisions . . . This shows our non-acceptance of the personhood of a disabled person.

Do's and Don'ts

- When interacting with deaf individuals you must remember to use proper communication etiquette.
- Admit when you don't understand something. You can do this by, shaking your head or shrugging your shoulders to signify your confusion, it is considered rude to pretend that you understand.
- If you are unable to get your point across using gestures a pen and paper can be used to reduce frustration.
- Use appropriate ways of getting their attention. Do not grab or throw things, instead tap him/her lightly to get their attention.
- The deaf rely heavily on their eyes and so it is very distracting if your eyes are wandering during your interaction or if you cover your face with your hand. This will restrict the communication.
- Don't shout or talk in their ear.
- Don't correct their English skills unless they ask.
- Treat a deaf person as you would treat an able speaking person.

Questions?



**Success is not final, failure is not
fatal; it is the courage to
continue that counts.**

~ Winston Churchill ~